

# TR4: The 4 Week Returner Launchpad

Access diverse talent, quicker.  
The bespoke programme for returners.

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# Introduction



In 2023, we witnessed a transformation in the tech landscape, impacting the predictability and scale of tech hires. Despite these changes, the demand for diverse, experienced tech talent persisted. For 2024, what if there was a quicker, more accessible way to tap into a hidden pool of skilled, versatile software engineers from diverse backgrounds?

## **Enter TR4**

Aligned with changing industry needs, this unique new model connects progressive businesses with individuals returning to tech after a career break, quicker. TR4 is your way to responsibly secure four exemplary tech candidates within four weeks, ready to seamlessly integrate into your team.

Think of TR4 as a launchpad for securing four experienced, diverse software engineers for your team, in one month.

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# How TR4 works

## <sup>01</sup> April, May and June 2024

Each month, two companies join forces with Tech Returners with a goal to hire four accomplished software engineers that, with expert support, are ready to return to tech success.

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## <sup>02</sup> We find the perfect fit:

Collaborating closely and incorporating your feedback throughout, our team leverages our six years of expertise to handpick diverse, skilled returners that have the perfect blend of technical fit, passion, and cultural alignment.

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## <sup>03</sup> Four weeks of tailored support:

Each returner receives four weeks of bespoke technical training on your technical stack - sharpening their technical skills and boosting career confidence.

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## <sup>04</sup> Seamless onboarding:

Post-training, candidates seamlessly integrate into your tech team, ready to make an impact from day one.

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## <sup>05</sup> Shape the future of tech hiring:

As a partner, you have the opportunity to contribute to an exclusive CSR initiative. We'll record the impact of this venture, sharing insights and recommendations in a published white paper, featuring your company as a leading voice in fostering inclusive tech talent careers.

### **Bonus!**



The TR4 initiative is accessible! Each returner receives a £2,000 bursary over the four weeks, to help with living expenses, childcare, or other financial barriers.

# The result?

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## You:

Get diverse talent, efficiently and responsibly



## Returners:

Relaunch their careers with confidence



## Tech industry:

Grows more diverse and vibrant

# Why partner?

## Diversity

### Focus on diversity

TR4 is tailored to meet the demand for experienced, diverse talent swiftly, supporting both your business and DE&I goals.

# 53%

of returners are women

### Accessible model

Financially accessible for a broader range of businesses, making diversity in tech more achievable.

## Commitment

### Accelerated return

For tech professionals equipped and ready to re-enter the workforce, our model expedites the return to tech with targeted support.

# 97%

of returners are in the same company 6 months later

### Bespoke training

Benefit from four week of support, expertly tailored to the needs of your business and each returner's technical and behavioural needs.

## Experience

### Enhanced employer brand

Contribute to a white paper shaping the future of tech hiring and inclusion. Showcase your commitment to inclusivity with our bursary scheme and ultimately, attract the best talent

# +£23,864

is the average salary change post-programme

# What our partners say



“Returners are a pool of talent with better gender and age diversity than other more traditional pools, and with talented people that only need a bit of confidence to resume a successful career.”

————— ”  
Mariot Chauvin, Director of Engineering, The Guardian

“Returners have brought an amazing wealth of real, life skills to Booking.com.

Their communication, presentation, client communications, leadership skills have distinguished the Returners. These are skills you don’t learn in a classroom and often, not even on the job.

“They’ve raised the bar for us. They’ve taught our engineering team how to go beyond tech.”

————— ”  
Austin Sheppard, CTO, VP of Engineering at Booking.com



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# Investment

TR4:  
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£40,000



For just £40,000, you gain access to four accomplished software engineers, handpicked for your needs and ready to make an immediate impact.

This unique model includes their bespoke training and £2,000 bursary, meaning you get top talent and support inclusive hiring methods at a fraction of the traditional hiring cost.

Plus, an opportunity to demonstrate your commitment to inclusivity and support for alternative pathways to the industry.

Want to learn more?

[Join our webinar](#)

[Join our webinar](#) on February 1st at 12pm to learn more about the TR4 model and how you can be a part of it.

Speak to our team

[Book a call today](#)

 [0333 050 9138](tel:03330509138)

 [hello@techreturners.com](mailto:hello@techreturners.com)

 [www.techreturners.com](http://www.techreturners.com)

 Tech Returners

Email [Beckie](#) or [Matt](#) from the Tech Returners team to ask the questions you want answered.

Or alternatively, book a call via the button above. We hope to speak to you soon!